Purpose:
To describe the University’s commitment to provide a supportive learning environment for pregnant and parenting students.

Additional Authority:
Title IX of the Education Amendments of 1972
University Policy #1065 – Sexual Harassment, Sexual Misconduct, Dating Violence, Domestic Violence, and Stalking

Scope:
This policy applies to those seeking admission, currently admitted and those students enrolled at the University.

Responsible Party:
Office of Institutional Compliance, 426-1258

Definitions:
Pregnant or Parenting Student: For the purpose of this policy, pregnant or parenting student refers to those applying for admission, admitted, or enrolled in classes who have a Qualifying Condition.

Medically Necessary Leave of Absence: An absence from the classroom or extracurricular activities because of a qualifying condition and deemed necessary and documented by an appropriate health care professional.

Qualifying Condition: Conditions covered by this policy are pregnancy, complications related to pregnancy, false pregnancy, termination of pregnancy, childbirth, and recovery from any of these conditions.

POLICY

I. Policy Statement

The University seeks to treat all students equitably, regardless of their actual or potential parental or familial status. It is the policy of the University to provide appropriate, reasonable adjustments to educational programs and activities to support Pregnant or Parenting Students.
This policy establishes a process for Pregnant and Parenting Students to request and obtain adjustments to educational programs and activities allowing them to continue their education at the University.

II. Requests for Adjustments for Pregnant and Parenting Students
A student in need of an educational adjustment should submit a request to the _____________. If a student is unable to submit a request because of her condition, an appropriate representative of the student may contact the _____________ on her behalf and the student may confirm the request when she becomes able to do so.

The _____________ will consult with the student/appropriate representative and appropriate University Officials, including faculty members and Department chairs, to fashion an educational adjustment that is appropriate for the student. In the event the _______________ receives a request for adjustment that may be covered by Section 504 of the Rehabilitation Act or the Americans with Disabilities Act, the request will be forwarded to the Disability Resource Center.

III. Medically Necessary Leave of Absence
An educational adjustment under this policy may include an excused leave of absence for as long as medically necessary. To request a leave of absence and accompanying academic adjustments under this policy, a student should follow the request procedure outlined above.

a. If reasonable, a student will be given extra time to make up course work and tests missed during the leave of absence. Whether or not it is reasonable to grant a student extra time to make up course work and tests missed will be determined by the Director of Title IX/ADA/504 Compliance, appropriate faculty members, and the Department Chair. This determination will be based on, among other things, the length of the absence requested and the ability of the student to complete coursework outside of the classroom.

b. If it is unreasonable for a student to receive extra time to complete a course, the student will be given the option to withdraw from the class without penalty.

c. Pregnant or Parenting Students who must take a medically necessary extended leave of absence (generally no longer than 180 days) shall be allowed to return to the same academic and extracurricular status as before the leave began.

IV. Reporting Harassment or Discrimination Due to a Qualifying Condition
Boise State prohibits discrimination and harassment on the basis of sex. Pregnant or Parenting Students who believe they have been discriminated against or harassed because of a qualifying condition may file a complaint with
the Director of Title IX Compliance. Complaints of discrimination or harassment under this policy will be processed in accordance with University Policy 1065.